

**THE UNIVERSITY OF IOWA
AND
AFSCME/IOWA COUNCIL 61
LOCAL 12
SETTLEMENT AGREEMENT**

The University of Iowa (Employer) and American Federation of State, County, and Municipal Employees Iowa Council 61 (Union) enter into the following agreement regarding a grievance (AFSMCE No. 127048 & 127049) filed on behalf of Stacy Cassutt (Grievant) alleging a violation of Article IV, Section 9 of the 2013-15 collective bargaining agreement. This agreement arose out of a situation in which Stacy Cassutt (Grievant) was disciplined with a written reprimand and a one day suspension for alleged violations of Employer policies and work rules. Based on this situation, the parties agree to the following:

1. The one (1) day suspension issued to the Grievant on February 17, 2015, shall be removed from the Grievant's personnel and one (1) day pay will be reimbursed upon completion of EO5 process
2. The Employer agrees to remove the written reprimand from Grievant's personnel file if Grievant has not received any additional discipline prior to January 8, 2016.
3. In consideration of the foregoing, the Union will withdraw the above mentioned grievances.
4. This agreement is a good faith settlement of all issues arising from the grievance. No promises for any other or future consideration have been made by anyone. The above consideration is all that will be received for the claims and potential causes of action addressed and arising from the Grievant's claims in the grievances.
5. The terms of this agreement are considered by the parties to pertain only to the specific facts involved in this matter. Neither party shall rely on this agreement or cite the same as precedent in any grievance, arbitration, litigation, or other proceeding in the future.
6. This settlement is subject to Executive Order 85 and must be approved by the Executive Director of the Board of Regents and the President of the University of Iowa and reviewed by the Attorney General or his designee. This settlement shall become effective once it has received all necessary approvals and review. Once in effect it shall be posted to the Board of Regents website.
7. This settlement agreement is subject to Open Records and is available for public inspection and copying.

Dated this 15th day of July, 2015.

FOR THE UNIVERSITY:

Michelle Kargabek 11/29/15
UH&D Date

Don Stary 10/28/15
UH&D Date

Josey Bathke 11/25/15
Josey Bathke Date
Director, University ELR

FOR THE UNION:

Joel Taylor 11/24/15
AFSCME, Council 61 Date

Ralph Sufer 11/24/15
AFSCME, Local 12 Date

Stacy Cassutt 11/24/15
Stacy Cassutt Date

Governing Iowa's public universities and special schools

University of Iowa
Iowa State University
University of Northern Iowa
Iowa School for the Deaf
Iowa Braille and Sight Saving School
Lakeside Laboratory Regents Resource Center
Northwest Iowa Regents Resource Center
Quad-Cities Graduate Center
Southwest Iowa Regents Resource Center



**BOARD OF
REGENTS**
STATE OF IOWA

Bruce Rastetter, President, Alden
Katie Mulholland, President Pro Tem, Marion
Mary Vermeer Andringa, Pella
Sherry Bates, Scranton
Patricia Cownie, Des Moines
Milt Dakovich, Waterloo
Rachael Johnson, Sioux City
Larry McKibben, Marshalltown
Subhash Sahal, Webster City

Robert Donley, Executive Director

**Executive Order Number Eighty-Five
Routing/Review Approval of Personnel Settlement Agreement**

*Please sign/date where indicated below noting the approval or denial of the attached proposed Personnel Settlement Agreement. **After signing, please return to the attention of BOR – General Counsel.** If "denied," please return to BOR – General Counsel.*

In the matter of: Stacy Cassutt
AFSCME #127048 & 127049

Institutional Staff: Josey Bathke, SUI Director, University Employee & Labor Relations

Office of the Attorney General

Reviewed by (Print Name): Diiane M. Stahle

Reviewer's Signature: *Diiane M. Stahle*

Date: 2/26/16 Reviewed: Redacted:

Institution: University of Iowa

Institutional Head's Printed Name: Bruce Harreld, President

Institutional Head's Signature: *J. E. Harreld*

Date: 2/26/16 Approve: Deny:

Board of Regents

Executive Director's Printed Name: Robert Donley

Executive Director's Signature: *Robert Donley*

Date: 3.7.16 Approve: Deny: